

			Year began fellowship		
			<=1996	1997-99	>=2000
1a-Receive NIH guidelines Training & Mentoring?					
Upon arrival	Number of fellows		1	75	62
	Column Percent		1.48	25.29	35.92
During your fellowship	Number of fellows		16	47	19
	Column Percent		44.32	13.05	11.92
No	Number of fellows		8	63	43
	Column Percent		14.87	26.28	31.40
Don't Remember	Number of fellows		13	95	32
	Column Percent		39.33	35.38	20.76
Total	Number of fellows		38	280	156
	Column Percent		100.00	100.00	100.00

			Year began fellowship		
			<=1996	1997-99	>=2000
1b-Receive NIH guidelines Conduct of Research?					
Upon arrival	Number of fellows		3	85	57
	Column Percent		5.50	29.30	35.14
During your fellowship	Number of fellows		20	59	30
	Column Percent		60.20	18.45	18.90
No	Number of fellows		7	52	37
	Column Percent		14.67	23.95	25.27
Don't Remember	Number of fellows		7	75	27
	Column Percent		19.64	28.30	20.68
Total	Number of fellows		37	271	151
	Column Percent		100.00	100.00	100.00

			Year began fellowship		
			<=1996	1997-99	>=2000
2-Who provides scientific mentoring?					
My supervisor	Number of fellows		25	216	113
	Column Percent		67.54	81.38	69.53
Someone else designated as my mentor	Number of fellows		2	6	6
	Column Percent		3.28	1.48	4.88
Both	Number of fellows		5	36	23
	Column Percent		13.47	11.10	17.01
Other	Number of fellows		1	4	5
	Column Percent		3.41	1.81	2.21
No one	Number of fellows		5	12	8
	Column Percent		12.31	4.24	6.38
Total	Number of fellows		38	274	155
	Column Percent		100.00	100.00	100.00

			Year began fellowship		
			<=1996	1997-99	>=2000
3-Who provides career guidance mentoring?					
My supervisor	Number of fellows		17	162	92
	Column Percent		45.13	57.53	59.96
Someone else designated as my mentor	Number of fellows		1	6	8
	Column Percent		5.11	1.93	4.60
Both	Number of fellows		3	22	12
	Column Percent		12.44	6.71	8.17
Other	Number of fellows		3	20	10
	Column Percent		8.22	6.75	7.50
No one	Number of fellows		14	66	31
	Column Percent		29.09	27.09	19.77
Total	Number of fellows		38	276	153
	Column Percent		100.00	100.00	100.00

			Year began fellowship		
			<=1996	1997-99	>=2000
4-Characterize scientific direction from supervisor					
Too much	Number of fellows		.	12	18
	Column Percent		.	4.30	12.60
Too little	Number of fellows		14	55	21
	Column Percent		30.89	19.80	14.56
Just right	Number of fellows		23	214	116
	Column Percent		69.11	75.90	72.84
Total	Number of fellows		37	281	155
	Column Percent		100.00	100.00	100.00

			Year began fellowship		
			<=1996	1997-99	>=2000
5-How would you have answered 2 yrs ago?					
Not here 2 yrs ago	Number of fellows		.	72	132
	Column Percent		.	24.66	85.36
Too much	Number of fellows		.	21	2
	Column Percent		.	7.58	1.32
Too little	Number of fellows		15	56	11
	Column Percent		31.23	20.91	6.32
Just right	Number of fellows		22	132	10
	Column Percent		68.77	46.85	7.00
Total	Number of fellows		37	281	155
	Column Percent		100.00	100.00	100.00

			Year began fellowship		
			<=1996	1997-99	>=2000
6-Ever discussed w/ supervisor scientific direction you want?					
Yes	Number of fellows		21	175	103
	Column Percent		57.00	56.72	67.94
No	Number of fellows		16	107	53
	Column Percent		43.00	43.28	32.06
Total	Number of fellows		37	282	156
	Column Percent		100.00	100.00	100.00

			Year began fellowship		
			<=1996	1997-99	>=2000
7-Satisfied w/ amount of independence in research?					
Too much	Number of fellows		7	23	10
	Column Percent		16.59	7.55	6.10
Too little	Number of fellows		5	31	18
	Column Percent		8.75	10.84	11.13
Just right	Number of fellows		25	226	126
	Column Percent		74.66	81.61	82.77
Total	Number of fellows		37	280	154
	Column Percent		100.00	100.00	100.00

			Year began fellowship		
			<=1996	1997-99	>=2000
8-Scientific direction a source of tension w/ supervisor?					
Never	Number of fellows		12	139	74
	Column Percent		38.63	47.76	47.25
Occasionally	Number of fellows		21	105	51
	Column Percent		59.10	40.06	32.37
Often	Number of fellows		2	24	19
	Column Percent		2.28	9.21	13.80
Very often	Number of fellows		.	10	8
	Column Percent		.	2.97	6.59
Total	Number of fellows		35	278	152
	Column Percent		100.00	100.00	100.00

			Year began fellowship		
			<=1996	1997-99	>=2000
9-When supervisor critically evaluates work, how useful?					
Very useful	Number of fellows		17	145	82
	Column Percent		45.25	47.25	55.57
Somewhat useful	Number of fellows		14	107	55
	Column Percent		39.27	41.85	33.48
Not useful	Number of fellows		5	13	4
	Column Percent		11.57	5.35	1.71
Never critically evaluates my work	Number of fellows		1	17	11
	Column Percent		3.91	5.54	9.24
Total	Number of fellows		37	282	152
	Column Percent		100.00	100.00	100.00

			Year began fellowship		
			<=1996	1997-99	>=2000
10-When work going well, how useful supervisor's feedback?					
Very useful	Number of fellows		11	142	98
	Column Percent		32.59	46.31	63.81
Somewhat useful	Number of fellows		21	118	46
	Column Percent		54.85	47.54	31.84
Not useful	Number of fellows		3	18	3
	Column Percent		6.67	5.20	1.22
Never gives feedback	Number of fellows		1	3	6
	Column Percent		1.98	0.95	3.12
My work has never gone well	Number of fellows		1	.	.
	Column Percent		3.91	.	.
Total	Number of fellows		37	281	153
	Column Percent		100.00	100.00	100.00

			Year began fellowship		
			<=1996	1997-99	>=2000
11-When work stalled, how useful is supervisor's feedback?					
Very useful	Number of fellows		8	118	75
	Column Percent		22.29	38.38	48.23
Somewhat useful	Number of fellows		13	109	51
	Column Percent		38.46	41.25	34.54
Not useful	Number of fellows		12	41	9
	Column Percent		27.37	16.01	6.60
Never gives feedback	Number of fellows		1	3	5
	Column Percent		3.53	0.79	2.29
My work has never been stalled	Number of fellows		3	10	12
	Column Percent		8.35	3.57	8.34
Total	Number of fellows		37	281	152
	Column Percent		100.00	100.00	100.00

			Year began fellowship		
			<=1996	1997-99	>=2000
12-How frequent official performance eval from supervisor?					
More than once per yr	Number of fellows		2	33	34
	Column Percent		8.45	11.20	21.53
Once per yr	Number of fellows		16	95	48
	Column Percent		38.87	28.07	30.07
Less than once per yr	Number of fellows		4	20	7
	Column Percent		11.79	7.57	5.56
Never	Number of fellows		15	131	61
	Column Percent		40.89	53.16	42.85
Total	Number of fellows		37	279	150
	Column Percent		100.00	100.00	100.00

			Year began fellowship		
			<=1996	1997-99	>=2000
13-Rate supervisor's availability					
Always available	Number of fellows		12	129	72
	Column Percent		32.08	45.95	47.70
Mostly available	Number of fellows		18	114	55
	Column Percent		49.75	38.99	34.89
Occasionally available	Number of fellows		6	36	27
	Column Percent		15.28	14.15	17.11
Not available	Number of fellows		1	2	1
	Column Percent		2.89	0.90	0.31
Total	Number of fellows		37	281	155
	Column Percent		100.00	100.00	100.00

			Year began fellowship		
			<=1996	1997-99	>=2000
14-How often meet w/ supervisor on individual basis?					
Daily	Number of fellows		9	68	52
	Column Percent		23.30	22.72	30.88
Weekly	Number of fellows		17	135	63
	Column Percent		46.08	48.53	41.47
Monthly	Number of fellows		3	46	24
	Column Percent		7.71	16.65	17.71
Less than once per month	Number of fellows		6	30	11
	Column Percent		18.49	11.27	6.49
Never	Number of fellows		2	2	5
	Column Percent		4.42	0.82	3.45
Total	Number of fellows		37	281	155
	Column Percent		100.00	100.00	100.00

			Year began fellowship		
			<=1996	1997-99	>=2000
15-Is frequency of meetings sufficient for your needs?					
Yes	Number of fellows		28	245	137
	Column Percent		79.47	87.90	90.04
No	Number of fellows		9	36	18
	Column Percent		20.53	12.10	9.96
Total	Number of fellows		37	281	155
	Column Percent		100.00	100.00	100.00

			Year began fellowship		
			<=1996	1997-99	>=2000
16-How many other postdoctoral fellows work w/ supervisor?					
0	Number of fellows		1	24	14
	Column Percent		3.53	7.31	9.10
1	Number of fellows		9	44	38
	Column Percent		21.51	12.26	21.54
2	Number of fellows		4	44	28
	Column Percent		12.88	17.19	19.33
3	Number of fellows		5	38	26
	Column Percent		15.21	13.61	14.33
4 or more	Number of fellows		18	128	48
	Column Percent		46.87	49.63	35.69
Total	Number of fellows		37	278	154
	Column Percent		100.00	100.00	100.00

			Year began fellowship		
			<=1996	1997-99	>=2000
17-In publications/presentations, receive recognition for work?					
Yes	Number of fellows		28	204	112
	Column Percent		78.01	70.25	76.18
Most of the time	Number of fellows		8	56	30
	Column Percent		19.09	22.53	19.93
Seldom	Number of fellows		.	18	5
	Column Percent		.	6.51	2.72
Never	Number of fellows		1	1	3
	Column Percent		2.89	0.71	1.17
Total	Number of fellows		37	279	150
	Column Percent		100.00	100.00	100.00

			Year began fellowship		
			<=1996	1997-99	>=2000
18-W/in lab/branch, receive appropriate recognition for work?					
Yes	Number of fellows		27	180	103
	Column Percent		71.48	63.90	68.27
Most of the time	Number of fellows		8	73	37
	Column Percent		22.10	26.60	25.46
Seldom	Number of fellows		2	21	12
	Column Percent		6.42	8.12	5.51
Never	Number of fellows		.	5	2
	Column Percent		.	1.38	0.76
Total	Number of fellows		37	279	154
	Column Percent		100.00	100.00	100.00

			Year began fellowship		
			<=1996	1997-99	>=2000
19-Supervisor encourage you to present work at meetings?					
Yes	Number of fellows		32	247	130
	Column Percent		86.06	87.47	84.12
No	Number of fellows		5	33	23
	Column Percent		13.94	12.53	15.88
Total	Number of fellows		37	280	153
	Column Percent		100.00	100.00	100.00

			Year began fellowship		
			<=1996	1997-99	>=2000
20-Supervisor promote discuss w/ scientists outside lab/branch?					
Yes	Number of fellows		25	200	124
	Column Percent		67.58	70.41	84.02
No	Number of fellows		12	77	29
	Column Percent		32.42	29.59	15.98
Total	Number of fellows		37	277	153
	Column Percent		100.00	100.00	100.00

			Year began fellowship		
			<=1996	1997-99	>=2000
21-How many seminars attend per month?					
0	Number of fellows		2	4	6
	Column Percent		4.87	1.08	4.84
1-5	Number of fellows		26	217	117
	Column Percent		64.20	73.80	70.99
6-10	Number of fellows		8	54	27
	Column Percent		25.63	22.17	20.39
>10	Number of fellows		1	6	5
	Column Percent		5.30	2.96	3.78
Total	Number of fellows		37	281	155
	Column Percent		100.00	100.00	100.00

			Year began fellowship		
			<=1996	1997-99	>=2000
22-You & supervisor discussed taking courses?					
Yes	Number of fellows		20	151	85
	Column Percent		54.54	52.22	54.41
No	Number of fellows		17	127	71
	Column Percent		45.46	47.78	45.59
Total	Number of fellows		37	278	156
	Column Percent		100.00	100.00	100.00

			Year began fellowship		
			<=1996	1997-99	>=2000
23a-You & supervisor discussed training goals?					
Yes	Number of fellows		19	165	108
	Column Percent		50.21	54.02	71.40
No	Number of fellows		18	115	47
	Column Percent		49.79	45.98	28.60
Total	Number of fellows		37	280	155
	Column Percent		100.00	100.00	100.00

			Year began fellowship		
			<=1996	1997-99	>=2000
23b-You & supervisor discussed career goals?					
Yes	Number of fellows		24	175	96
	Column Percent		65.89	59.10	60.95
No	Number of fellows		13	107	60
	Column Percent		34.11	40.90	39.05
Total	Number of fellows		37	282	156
	Column Percent		100.00	100.00	100.00

			Year began fellowship		
			<=1996	1997-99	>=2000
24-Your training goals for fellowship being met?					
Fully met	Number of fellows		10	69	31
	Column Percent		29.89	23.13	19.11
Mostly met	Number of fellows		15	131	78
	Column Percent		42.09	48.46	52.24
Partially met	Number of fellows		11	70	36
	Column Percent		25.12	25.34	24.46
Not met at all	Number of fellows		1	8	9
	Column Percent		2.89	3.08	4.19
Total	Number of fellows		37	278	154
	Column Percent		100.00	100.00	100.00

			Year began fellowship		
			<=1996	1997-99	>=2000
25-Your career goals for fellowship being met?					
Fully met	Number of fellows		8	52	26
	Column Percent		22.28	17.75	15.20
Mostly met	Number of fellows		10	119	70
	Column Percent		28.87	41.43	50.21
Partially met	Number of fellows		12	85	43
	Column Percent		33.23	31.62	27.01
Not met at all	Number of fellows		7	23	13
	Column Percent		15.63	9.20	7.58
Total	Number of fellows		37	279	152
	Column Percent		100.00	100.00	100.00

			Year began fellowship		
			<=1996	1997-99	>=2000
26- Your supervisor's goals for research project being met?					
Fully met	Number of fellows		8	71	31
	Column Percent		26.59	21.96	20.57
Mostly met	Number of fellows		19	130	82
	Column Percent		51.25	46.88	52.16
Partially met	Number of fellows		5	40	18
	Column Percent		10.28	16.55	12.28
Not met at all	Number of fellows		.	2	2
	Column Percent		.	0.53	0.78
Don't know	Number of fellows		4	18	16
	Column Percent		9.26	6.50	10.83
Never discussed	Number of fellows		1	16	4
	Column Percent		2.62	7.58	3.39
Total	Number of fellows		37	277	153
	Column Percent		100.00	100.00	100.00

			Year began fellowship		
			<=1996	1997-99	>=2000
27-Rate quality of mentoring you receive					
Excellent	Number of fellows		11	110	64
	Column Percent		33.06	36.14	37.71
Good	Number of fellows		9	89	52
	Column Percent		28.69	34.16	38.60
Satisfactory	Number of fellows		6	47	28
	Column Percent		12.96	16.89	16.24
Poor	Number of fellows		11	33	11
	Column Percent		25.29	12.81	7.44
Total	Number of fellows		37	279	155
	Column Percent		100.00	100.00	100.00

			Year began fellowship		
			<=1996	1997-99	>=2000
28-Over course of fellowship, has quality of mentoring changed?					
Improved	Number of fellows		6	92	53
	Column Percent		15.92	32.42	34.95
Stayed the same	Number of fellows		25	171	93
	Column Percent		72.12	61.12	60.50
Worsened	Number of fellows		6	18	8
	Column Percent		11.97	6.46	4.55
Total	Number of fellows		37	281	154
	Column Percent		100.00	100.00	100.00